

89TH CONGRESS
1ST SESSION

H. R. 8424

IN THE HOUSE OF REPRESENTATIVES

MAY 25, 1965

MR. MATSUNAGA introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To provide severance pay to certain officers and employees of the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Severance Pay Act of
4 1965."

5 SEC. 2. (a) Except as provided in subsection (b), this
6 Act applies to every civilian officer and employee in or under
7 the executive branch of the Government of the United States,
8 including an officer and employee of a corporation wholly
9 owned or controlled by the United States.

10 (b) This Act does not apply to—

11 (1) an officer or employee whose rate of basic com-

1 pensation is at a rate provided for the levels of the Fed-
2 eral Executive Salary Schedule or is in excess of the
3 highest rate of grade 18 of the General Schedule of the
4 Classification Act of 1949, as amended;

5 (2) an officer or employee serving under an ap-
6 pointment with a definite time limitation;

7 (3) an alien employee who occupies a position out-
8 side the several States and the District of Columbia;

9 (4) an officer or employee who is subject to the
10 Civil Service Retirement Act, as amended, or any other
11 retirement law or system applicable to Federal officers
12 or employees or members of the uniformed services, and
13 who, at the time of separation from the service, has ful-
14 filled the requirements for immediate annuity under any
15 such a law or system;

16 (5) an officer or employee who, at the time of
17 separation from the service, is receiving compensation
18 under the Federal Employees' Compensation Act, as
19 amended, except one receiving this compensation con-
20 currently with salary or on account of the death of an-
21 other person;

22 (6) an officer or employee who, at the time of
23 separation from the service, is entitled to receive other
24 severance pay from the Government; or

25 (7) such other officers or employees as may be ex-

1 cluded by rules and regulations of the President, or such
2 officer or agency as he may designate.

3 SEC. 3. (a) An officer or employee to whom this Act
4 applies who is involuntarily separated from the service, on or
5 after the effective date of this Act, not by removal for cause
6 on charges of misconduct, delinquency, or inefficiency, shall,
7 under rules and regulations prescribed by the President or
8 such agency as he may designate, be paid severance pay in
9 regular pay periods by the department or independent estab-
10 lishment from which separated.

11 (b) Severance pay shall consist of two elements, a basic
12 severance allowance and an age adjustment allowance. The
13 basic severance allowance shall be computed on the basis of
14 one week's basic compensation at the rate received imme-
15 diately before separation for each year of civilian service up
16 to and including ten years for which severance pay has not
17 been received under this or any other authority and two
18 weeks' basic compensation at such rate for each year of
19 civilian service beyond ten years for which severance pay
20 has not been received under this or any other authority. The
21 age adjustment allowance shall be computed on the basis of
22 10 per centum of the total basic severance allowance for
23 each year by which the age of the recipient exceeds forty
24 years at the time of separation. Total severance pay re-

1 ceived under this section shall not exceed one year's pay at
2 the rate received immediately before separation.

3 (c) An officer or employee may be paid severance pay
4 only after having been employed currently for a continuous
5 period of at least twelve months.

6 (d) If an officer or employee is reemployed by the
7 Federal Government before the expiration of the period
8 covered by payments of severance pay, the payments shall
9 be discontinued beginning with the date of reemployment and
10 the service represented by the unexpired portion of the
11 period shall be reccredited to the officer or employee for use
12 in any subsequent computations of severance pay. For the
13 purposes of subsection (c), reemployment which causes
14 severance pay to be discontinued shall be considered as em-
15 ployment continuous with that serving as the basis for the
16 severance pay.

17 (e) Severance pay under this Act shall not be a basis
18 for payment, nor be included in the basis for computation,
19 of any other type of Government benefits, and any period
20 covered by severance pay shall not be regarded as a period
21 of Government service or employment.

22 SEC. 4. There are hereby authorized to be appropriated
23 such sums as may be necessary to carry out the purposes
24 of this Act.

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